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SOFT SKILLS AS A GROOMING TOOL: IMPACT OF IQ, EQ, AND SQ WITHIN THE TECH ECOSYSTEM

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Abstract:
In the twenty-first century, the idea of professional grooming has drastically changed, moving from an emphasis on outward beauty to a strict development of internal intellect. The current work environment requires mastery of three different internal dimensions: the Intelligence Quotient (IQ), Emotional Intelligence (EQ), and Spiritual or Situational Intelligence (SQ). Traditional grooming historically focused on fashion choices and social etiquette. This change is especially noticeable in high-stakes industries like executive leadership and technology, where "personality grooming" has emerged as the main driver of career advancement. Nowadays, IQ is the first filter used by the majority of IT companies. To get a place at the table, one must possess both high cognitive capacity and technical expertise. A high IQ, however, is rarely the characteristic that distinguishes a long-lasting leader, even though it might assist a candidate get the position. Technical genius frequently lacks the social cohesiveness needed to lead complicated teams or resolve organizational conflict if emotions and situational awareness are not balanced. EQ and SQ are the real differentiators in a long-term work path. Professionals with emotional intelligence are able to control their own emotions and empathize with others, fostering a psychologically secure environment. In the meantime, SQ—often referred to as Situational or Spiritual Intelligence—serves as the contextual and moral compass. It gives leaders the "why" behind the "how," enabling them to stay true to their principles and responsibly adjust to changing global circumstances. The development of one's emotional and situational intelligence is what enables long-lasting behavioral change, even though IQ serves as the starting point. In addition to moving up the corporate ladder, professionals who put this internal growth first become resilient, purpose-driven leaders who can handle the uncertainties of an automated world. In the end, modern grooming is more about how you lead from within than it is about how you appear to others.

Keywords: *Tech ecosystem, Intelligence Quotient (IQ), Emotional Quotient, Situational Intelligence Quotient, Perceptual Reasoning, Personality Grooming, Leadership, etc.*

Introduction:

If you think about the technology domain previously considered the concept of "grooming" as just a basic checklist: know a little about etiquette, improve your soft skills slightly, dress appropriately. Eventually, reality caught up with us, and people recognized that advancing further—particularly in technology—requires more than merely polishing business conduct. Smart, automated systems can handle a lot of IQ-heavy jobs these days, like coding, sorting data, or even project planning. The

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emphasis was formerly on technical abilities and rational thought—that's the way people advanced. For many years, organizations simply sought elevated intelligence quotients.

But there's more to it. IQ indicates how effectively a person thinks and solves problems; EQ involves recognizing your own feelings and those of others; SQ refers to utilizing both in constantly shifting real-life contexts. So, the concept of "personality grooming" currently refers to acquiring skills to collaborate with others, beyond merely machines.

Research Methodology:

For this study, I employed a qualitative method and incorporated human experience to make connections among IQ, EQ, SQ, and technology career paths. By examining both traditional studies and recent psychometric assessments, I found that intellectual intelligence (IQ) may land you a position, however, emotional and situational intelligence (EQ and SQ) which effectively enable your advancement into leadership.

Intelligence Quotient (IQ): The Engine:

Intelligence has consistently been a significant issue within education and human resources. Everyone was accustomed to thinking that if one achieved a high score on IQ tests, you were in a good position. But HRs soon noticed that prospective employees with "good marks" did not consistently succeed in the workplace. During the 20th century, individuals still believed IQ was thought to determine success. Then, in the early 2000s, the "Threshold Effect" came up—meaning, after a certain point, having more IQ doesn't necessarily mean you'll do better in your career. In technology, IQ is somewhat like a car's engine—it provides you with the fundamental power. However, lacking a steering wheel (EQ) as well as a map (SQ), you are unlikely to travel far.In practice, tech companies look at IQ via a handful of primary elements:

- ✓ Verbal Ability: To what extent are you able to comprehend and convey thoughts?
- ✓ Reasoning: Can you solve challenging puzzles as well as complex problems.
- ✓ Cognitive memory: Can you effectively managing information mentally.
- ✓ How fast is your brain able to process new information?

This helps HR team's predicament of people who can handle the technical side of the work.

Emotional Intelligence (EQ): The Rise of Soft Skills:

Between 1995 and 2018, EQ became a big deal. Projects like Google's Project Aristotle (2012–2015), people realised the best teams weren't made up of the highest-IQ individuals. They succeeded because team members felt emotionally safe, and they understood each other.

EQ is measured by tools like:

- **EQ-i 2.0 (Emotional Quotient Inventory):** Examines aspects such as awareness of oneself, your stress management, and your decision-making process.
- **TEIQue**: Considers EQ a personality trait—how people actually behave under intense emotional conditions.

In fast-paced tech environments, EQ enables teams to prevent burnout and resolve the unavoidable conflicts.

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Situational Intelligence Quotient (SQ): The Search for Meaning:

The idea of "spiritual intelligence" originated with Zohar Danah in 1997, but by the 2010s, the concept shifted more toward "situational intelligence." It isn't about religion; it's about finding meaning and purpose in your work and leadership. This third kind of intelligence matters more as people try to find value in what they do, not just how well they do it. It is the intelligence that makes us ask ourselves fundamental, existential questions and overcome the boundaries we were used to. The Functional Phases of SQ:

- **Contextual Sensing (The "Read"):** Noticing the subtle cultural and social signals in the workplace.
- **Behavioral Flexibility (The "Shift")**: Changing your approach when the situation calls for it.**Malik & Tariq (2010).**

According to Zohar and Marshall, *spiritual intelligence* SQ, is "…the intelligence that helps us approach and solve the problems related to significance and values; the intelligence, which allows us to place our actions and lives in a much wider, richer and meaning-giving context; the intelligence, which allows us to evaluate why a life path is more significant than another" (Zohar, 16). Zohar and Marshall introduced few qualities of SQ:

- ✓ **Self-awareness**: Knowing why you do and what you do.
- ✓ **Compassion:** Really empathizing with others.
- ✓ **Celebration of Diversity**: Accepting diverse viewpoints.
- ✓ **Self-reliant attitude**: Holding firm to your convictions, even when you stand alone.
- ✓ **Humility**: Keeping in mind you happen to be included in something more significant.

Conclusion:

The technology industry has changed. IQ is still crucial, technical know-how is necessary to begin but EQ and SQ are now the fundamental factors that lead to successful careers and influential leadership. Professionals with meaningful motivation and emotional comprehension will be the ones who make a difference as automation takes over logical, monotonous work. IQ aids in problem-solving. EQ and SQ ensure that you are addressing the right issues and leading in a meaningful manner.

The "Intelligence Quotient" has evolved from a competitive advantage to a fundamental necessity as we go toward a time where artificial intelligence can mimic human reasoning. Professionals can speak the language of machines with technical proficiency, but they can speak the language of people with "Emotional Intelligence" (EQ). Talent attrition is prevented and collaborative creativity is fueled by the capacity to manage one's own internal pressures, nurture psychological safety, and navigate interpersonal dynamics in a setting characterized by high pressure and rapid change. Even if a leader has the IQ to design a wonderful system, that brilliance remains theoretical if they lack the EQ to motivate a team to construct it.

Additionally, "Spiritual Intelligence" (SQ) has become the modern professional's ultimate compass. SQ stands for the ability to make sense of things, ethics, and a connection to a greater purpose than oneself, in contrast to religious dogma. Automation will take care of the 'how' of production, so people will need to focus more on the 'why.' In order to ensure that advancement

does not come at the expense of humankind, SQ offers the ethical framework for assessing the long-term effects of technology on society. It changes the emphasis from short-term measurements to long-term legacy, turning a job into a vocation.

In the end, the professional value hierarchy has been flipped. The most "robotic" thinkers were once highly valued for their accuracy. The most 'human' thinkers-those who lead with empathy and act with deep-seated intention-will shape the future as machines take over the realm of accuracy. Professionals who combine IQ, EQ, and SQ do more than just solve issues; they create solutions that are morally sound, technically sound, and emotionally compelling. This all-encompassing strategy is now a must for anyone wishing to have a significant career in an automated world, not just a luxury for a select few.

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